18-10-2022

DRAFT

PRIMARY LEVEL

AS (Schools) / APL (SHR)

A. circulate to relevant CBD's for feedback.

18/10

DRAFT

As directed 18/10/2022

DS (SE)

DS (EE)

18/10

PROPOSED

SCHEDULE- I

For Male & Female Teachers In School Education Department

Name of the Department	Function at Unit	Name of the Post		Appointing Authority	Minimum Qualification for Appointment by				Method of Recruitment		Age for Initial Recruitment		Examination Training & other conditions required for confirmation /Promotion
					Initial Appointment		Promotion				Min	Max	
01	02	03		04	05		06		7		08	09	10
		Existing	Proposed		Existing	Proposed	Existing	Proposed	Existing	Proposed			
School Education Department	School Education	Primary School Teacher (BS -9)	Primary School Teacher (Sci-Math) BS -14)	DEO (W-EE) (M-EE)	**PST (Sci-Math)** (i) B.Sc (second division) in at least two subjects out of Chemistry, Zoology, Botany, Physics, Mathematics, Math-A or Math-B Course from a recognized University; and (ii) M.Ed., M.A (Education) B.Ed. (second division) from a recognized University.	**PST (Sci-Math)** (i) Master's Degree or BS (Minimum 16 years education) in Chemistry, Biology, Physics, Mathematics or in equivalent subjects (at least 2nd Div.) from a recognized University and (ii) BS.Ed, MS.Ed, B.Ed. or M.Ed., or M.A (Education) (at least 2nd Div.) from a recognized University / Institution. Note:- Subject equivalency will be determined by QEDC notified by SED.	As in Column 5 (Existing)	N.A	By initial recruitment: (i) 50% of the posts shall be filled from Science Graduates; and (ii) 50% from Arts Graduates. Provided that only those candidates will be eligible for recruitment who are bonafide residents of the district concerned	100% by initial recruitment: 50% posts of PSTs shall be filled by initial recruitment with Science Subjects; and 50% posts of PSTs shall be filled by initial recruitment with Arts Subjects. Only those candidates will be eligible for recruitment who are residents of the district concerned	20 Years	30 Years	04 weeks induction training by Quaid-e-Azam Academy for Educational Development (QAED) or any institution notified by the SED for initial recruitment.
			Primary School Teacher (General) BS -14)		**PST (General)** (i) B.A, B.Sc.,B.A(Hons.) B.Sc (Hons.) BS(Hons.) (second division) from a recognized University; and (ii) M.Ed, M.A (Education) B.Ed (second division) from a recognized University; or (iii) BS Ed, ADE (three years) or B.Ed. (Hons) (four year's) from a recognized University	**PST (General)** (i) BS or 16-years education in English, Urdu, Islamiyat, Arabic, Pak Studies, Political Science, History, Geography, Sociology, Home Eco, Economics, Statistics, Psychology, Education, Punjabi, Persian, Physical Education, Philosophy, Gender Study and International Relation or in equivalent subjects(at least 2nd Div) from a recognized University; and (ii) B.Ed, M.Ed., M.A(Education) degree from a recognized University. Note:- 1. Subject equivalency will be determined by QEDC notified by SED 2. M.A (Education) / M.Ed is both academic and professional qualification.	As in Column 5 (Existing)						

ELEMENTARY LEVEL

PROPOSED

SCHEDULE- I

For Male & Female Teachers in School Education Department

Name of the Department	Function at Unit	Name of the Post		Appointing Authority	Minimum Qualification for Appointment by				Method of Recruitment		Age for Initial Recruitment		Examination Training & other conditions required for confirmation /Promotion
					Initial Appointment		Promotion				Min	Max	
01	02	03		04	05		06		7		08	09	10
		Existing	Proposed		Existing	Proposed	Existing	Proposed	Existing	Proposed			
School Education Department	School Education	Elementary School Teacher (BS -14)	Elementary School Teacher (Physics-Math) (BS -15)	DEO (W-EE) (M-EE)	**EST (Math)** i. B.Sc (second division) in Math A & B Course and Physics from a recognized University; and M.Ed., MA (Education) or B.Ed, (second division) from a recognized University	**EST (Physics-Math)** i. Master's Degree or BS (Minimum 16 years education) in subject of Math, Physics, or in equivalent subjects from a recognized University (at least 2nd Div) and; ii. BS.Ed, MS.Ed, B.Ed., M. Ed, MA (Edu) (at least 2nd Div) from a recognized University / Institution. Note:- Subject equivalency will be determined by QEDC notified by SED	As in Column 5 (Existing)	As in column 5 (Proposed)	i) 50% by initial recruitment: (a) 60% for the posts of ESTs (Science and Math); and (b) 40% for the posts of ESTs (Arts); and ii) 50% by promotion on the basis of seniority cum fitness: (a) 60% for the posts of EST (Arts); and (b) 40% for the posts of EST (Science and Math) from amongst Primary School Teachers.	i) 50% initial recruitment will be made from fresh candidates with **Physics/Maths subjects** of the district concerned. ii) 50% by promotion among the working PSTs having subjects **Physics/Maths** and five years of regular (To be counted from the date of regularization) and satisfactory service.	20 Years	30 Years	04 weeks induction training through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED, for initial recruitment. OR 02 weeks Promotion Link Training (PLT) through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED for promotion.
			Elementary School Teacher (Biology-Chemistry) (BS -15)		**EST (Science)** i) B.Sc (second division) in Zoology, Botany, Chemistry from a recognized University; and M.Ed., MA (Education) or B.Ed (second division) from a recognized University.	**EST (Biology-Chemistry)** i. Master's Degree or BS (Minimum 16 years education) in subject of Chemistry, Biology or in equivalent subjects from a recognized University (at least 2nd Div) and; ii. BS.Ed, MS.Ed, B.Ed., M. Ed, MA (Edu) (at least 2nd Div) from a recognized University / Institution. Note:- Subject equivalency will be determined by QEDC notified by SED	As in Column 5 (Existing)	As in column 5 (Proposed)	i) 50% by initial recruitment: (a) 60% for the posts of ESTs (Science and Math); and (b) 40% for the posts of ESTs (Arts); and ii) 50% by promotion on the basis of seniority cum fitness: (a) 60% for the posts of EST (Arts); and 40% for the posts of EST (Science and Math) from amongst Primary School Teachers.	i) 50% initial recruitment will be made from fresh candidates with **Biology/Chemistry** subjects of the district concerned. ii) 50% by promotion among the working PSTs having subjects **Biology/Chemistry** and five years of regular (To be counted from the date of regularization) and satisfactory service.			

Name of the Department	Function at Unit	Name of the Post		Appointing Authority	Minimum Qualification for Appointment by				Method of Recruitment		Age for Initial Recruitment		Examination Training & other conditions required for confirmation /Promotion
					Initial Appointment		Promotion				Min	Max	
01	02	03		04	05		06		7		08	09	10
		Existing	Proposed		Existing	Proposed	Existing	Proposed	Existing	Proposed			
School Education Department	School Education	Elementary School Teacher (BS -14)	Elementary School Teacher (General) (BS -15)	DEO(W-EE) (M-E`E)	**EST (General)** i. M.Sc. or M. A (second division) in Islamic Studies, Pak Studies, Geography or History and others; and ii. M.Ed., M.A (Edu) or B.Ed (second division) from a recognized University; or BS. Ed, ADE (three years) or B.Ed. (Hons.) (four years' degree) (second division) from a recognized University;	**EST (General)** i. Master's Degree or BS (Minimum 16 years education) in subjects of English, Urdu Islamiyat, Arabic, Pak Studies, Political Science, History, Geography, Sociology, Home Economics, Statistics, Psychology, Education, Punjabi, Persian, Physical Education, Philosophy, Gender Study, International Relations or In equivalent subjects from a recognized University (at least 2nd Div) and: ii. With professional qualification of B.Ed, M.Ed., M.A (Education) (at least 2nd Div) from a recognized University.	As in Column 5 (Existing)	As In column 5 (Proposed)	i) 50% by initial recruitment: (a) 60% for the posts of ESTs (Science and Math); and (b) 40% for the posts of ESTs (Arts); and ii) 50% by promotion on the basis of seniority cum fitness: (a) 60% for the posts of EST (Arts); and 40% for the posts of EST (Science and Math) from amongst Primary School Teachers.	**EST (General)** i) 50% initial recruitment will be made from fresh candidates of the district concerned. ii) 50% by Selection among the working PSTs (General) of the same district having five years' regular service.	20 Years	30 Years	04 weeks induction training through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED, for initial recruitment. OR 02 weeks Promotion Link Training (PLT) through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED for promotion.
						Note: - 1. Subject equivalency will be determined by QEDC notified by SED 2. M.A (Education)/ M.Ed is both academic and professional qualification							
			Elementary School Teacher English (BS -15)	DEO(W-EE) (M-EE)	**EST English** i. M.A(second division) in English from a recognized University; or ii. B.A In English (200 marks) and English literature (200 marks) from a recognized University; and M.Ed., M.A (Education) or B.Ed. (second division from a recognized University.	**EST English** i. Master's Degree or BS (Minimum 16 years education) in subject of English or in equivalent subjects (at least 2nd Div); and ii. B.Ed, M.Ed., M.A (Education) (at least 2nd Div) from a recognized University. Note: - Subject equivalency will be determined by QEDC notified by SED	As In Column 5 (Existing)	As In Column 5 (Proposed)	i) 50% by initial recruitment: (a) 60% for the posts of ESTs (Science and Math); and (c) 40% for the posts of ESTs (Arts); and ii) 50% by promotion on the basis of seniority cum fitness: (a) 60% for the posts of EST (Arts); and 40% for the posts of EST (Science and Math) from amongst Primary School Teachers.	**EST (English)** i) 50% by initial recruitment will be made from fresh candidates of the district concerned. ii) 50% by Promotion among the working PSTs of the same district having five years' regular service.			

Name of the Department	Function at Unit	Name of the Post		Appointing Authority	Minimum Qualification for Appointment by				Method of Recruitment		Age for Initial Recruitment		Examination Training & other conditions required for confirmation /Promotion
					Initial Appointment		Promotion				Min	Max	
01	02	03		04	05		06		7		08	09	10
		Existing	Proposed		Existing	Proposed	Existing	Proposed	Existing	Proposed			
School Education Department	School Education	Elementary School Teacher (BS -14)	Elementary School Teacher (Urdu) (BS -15)	DEO (W-EE) (M-EE)	**EST (Urdu)** i. M.A. (second division) in Urdu from a recognized University; and. ii. M.Ed., M.A(Edu.) or B.Ed. (second division from a recognized University.	**EST Urdu** i. Master's Degree or BS (Minimum 16 years education) in subject of Urdu or in equivalent subjects (at least 2nd Div): and ii. B.Ed, M.Ed., M.A (Education) (at least 2nd Div) from a recognized University Note:- Subject equivalency will be determined by QEDC notified by SED	As in Column 5 (Existing)	As in column 5 (Proposed)	i) 50% by initial recruitment: (a) 60% for the posts of ESTs (Science and Math); and (d) 40% for the posts of ESTs (Arts); and ii) 50% by promotion on the basis of seniority cum fitness: (a) 60% for the posts of EST (Arts); and (b) 40% for the posts of EST (Science and Math) amongst Primary School Teachers.	**EST (Urdu)** i) 50% initial recruitment will be made from candidates of the district concerned. ii) 50% by Promotion among the working PSTs of the same district having five years' regular service.	20 Years	30 Years	04 weeks induction training through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED, for initial recruitment. OR 02 weeks Promotion Link Training (PLT) through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED for promotion.
		Elementary School Teacher(Oriental) (BS -14)		DEO (W-EE) (M-EE)	**EST (Oriental)** i. M.A (second division) in Urdu from a recognized University. ii. M.Ed., M.A (Education) or B.Ed. (second division) from a recognized University	**EST (Oriental)** Clubbed in EST (Arabic) Category			By initial recruitment.	**EST (Oriental)** Clubbed in EST (Arabic) Category			
		Elementary School Teacher (Vernacular) (BS -14)			**EST (Vernacular)** i. Master's degree (second division) in Urdu or English with M.Ed., M.A (Education) or B.Ed. (second division) from a recognized University, or ii. B.A. (second division) in English (200 marks) and English Literature (200 marks) with M.Ed., M.A (Education) or B.Ed., (second division) from a recognized University; or iii. ADE (three years) or B.Ed. (Hons.) (four years') (second division) from a recognized University.	**EST (Vernacular)** Clubbed and renamed as EST (General) Category	As in Column 5 (Existing)		i. 50% by initial recruitment, and ii. 50% by promotion on the basis of seniority cum fitness from amongst Primary School Teachers	**EST (Vernacular)** Clubbed and renamed as EST (General) Category			

Name of the Department	Function at Unit	Name of the Post		Appointing Authority	Minimum Qualification for Appointment by				Method of Recruitment		Age for Initial Recruitment		Examination Training & other conditions required for confirmation /Promotion
					Initial Appointment		Promotion				Min	Max	
01	02	03		04	05		06		7		08	09	10
		Existing	Proposed		Existing	Proposed	Existing	Proposed	Existing	Proposed			
School Education Department	School Education	Elementary School Teacher (BS -14)	Elementary School Teacher (Tech) (BS -15)	DEO(W-EE) (M-EE)	**EST (Tech)** i. B.A. or B.Sc., (second division) with three years' diploma from Poly Technical Institute in the relevant Technology with B.Ed., M.A (Education) or B.Ed. (second division) from a recognized University; or ii. B.A or B.Sc. (second division) from a recognized University with one year diploma in Industrial Arts from Technical Teachers Training College with M.Ed., M.A (Education) or B.Ed. (second division) from a recognized University.	**EST (Tech)** i) Master's Degree or BS (Minimum 16 years education) in Engineering in relevant trade, MA (Technical Education) of the post from a recognized university and; ii) BS.Ed, MS.Ed, B.Ed, M.Ed., M.A (Education) (at least 2nd Div) from a recognized University. Note:- Subject equivalency will be determined by QEDC notified by SED	As in Column 5 (Existing)	As in column 5 (Proposed)	By initial recruitment	i) 80% of the initial recruitment will be made from fresh candidates of the district concerned. ii) 20% by Promotion among the working PSTs having five years of regular satisfactory service. **Note:** If no one is available amongst in-service quota, post will be filled with fresh candidates.	20 Years	30 Years	04 weeks induction training through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED, for initial recruitment. OR 02 weeks Promotion Link Training (PLT) through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED for promotion.
		Elementary School Teacher (Home Economics) (BS -14)	Elementary School Teacher (Home Economics) (BS -15)	DEO(W-EE)	**EST (Home Economics)** i. M.A. or M.Sc., (second division) in Home Economics from a recognized University; and. ii. M.Ed., M.A (Education) or B.Ed. (second division) from a recognized University	**EST (Home Economics)** i. Master's Degree or BS (Minimum 16 years education) (Home-Economics) or 16 years' education Home Economics or in equivalent subject(at least 2nd Div)from a recognized University; and; ii. B.Ed./ M.Ed./M.A (Education) (at least 2nd Div) from a recognized University. Note:- Subject equivalency will be determined by QEDC notified by SED	As in column 5 (Existing)	As in column 5 (Proposed)	**EST (Home Economics)** By initial recruitment	**EST (Home Economics)** i) 80% initial recruitment will be made from fresh candidate of district concerned. ii) 20% by Promotion among the working PSs having five years of regular satisfactory service. **Note:** If no one is available amongst in-service quota, post will be filled with fresh candidates.			
		Elementary School Teacher (Agriculture) (BS-14)	Elementary School Teacher (Agriculture) (BS-15)	DEO(W-EE) (M-EE)	**EST (Agriculture)** i. B.Sc. (Hon-Agri) or BS (Hons-Agri) (second division) from a recognized University; and ii. M.Ed., M.A (Education) or B.Ed. (second division) froma recognized University.	**(EST (Agriculture)** i. Master's Degree or BS (Minimum 16 years education) in (Hon-Agri) or BS (Hons-Agri) or 16 years' education in equivalent subjects (at least 2nd Div) from a recognized University: and; ii. BS.Ed, MS.Ed, B.Ed, M.Ed, M.A (Edu) (at least 2nd Div.) from a recognized University. Note:- Subject equivalency will be determined by QEDC notified by SED	As In Column 5 (Existing)	As in column 5	By Initial Recruitment	iii) 80% Initial recruitment will be made from fresh candidate of district concerned. iv) 20% by Promotion among the working PSs having five years of regular satisfactory service. **Note:** If no one is available amongst in-service quota, post will be filled with fresh candidates			

Name of the Department	Function at Unit	Name of the Post		Appointing Authority	Minimum Qualification for Appointment by				Method of Recruitment		Age for Initial Recruitment		Examination Training & other conditions required for confirmation /Promotion
					Initial Appointment		Promotion				Min	Max	
01	02	03		04	05		06		7		08	09	10
		Existing	Proposed		Existing	Proposed	Existing	Proposed	Existing	Proposed			
School Education Department	School Education	Elementary School Teacher (Physical Education) (BS -14)	Elementary School Teacher (Physical Education) (BS -15)	DEO(W-EE) (M-EE)	**EST (Physical Education)** i. M.A. or M.Sc. (second division) in Physical Education or Sports Science from a recognized University; and ii. M.Ed., M.A (Education) or B.Ed. (second division) from a recognized	**EST (Physical Education)** i. Master's Degree or BS (Minimum 16 years education) in Physical Education or Sport Science or 16 years' education in equivalent subjects (at least 2nd Div) from a recognized university; and ii. B.Ed./M.Ed./M.A (Education) (at least 2nd Div) from a recognized University. Note:- Subject equivalency will be determined by QEDC notified by SED	As in Column 5 (Existing)	As in Column No.5. (Proposed)	By initial recruitment.	i) 80% of the Initial recruitment will be made from fresh candidates of the district concerned. ii) 20% by Promotion among the working (PSTs) having five years of regular satisfactory service. **Note:** If no one is available amongst in-service quota, post will be filled with fresh candidates.	20 Years	30 Years	04 weeks induction training through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED, for initial recruitment. OR 02 weeks Promotion Link Training (PLT) through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED for promotion.
		Elementary School Teacher (Arabic) (BS -14)	Elementary School Teacher (Arabic) (BS -15)	DEO(W-EE) (M-EE)	**EST (Arabic)** i. M.A. Arabic (second division) with M.Ed., MA (Education) or B.Ed. (second division) from a recognized University; or ii. B.A. (second division) with shahdat-ul-Almia with M.Ed., M.A (Education) or B.Ed. (second division from a recognized University	**EST (Arabic)** i. Master's Degree or BS (Minimum 16 years education) in Arabic (at least 2nd Div) from a recognized university or 16 years' education in equivalent subjects with B.Ed./M.Ed./M.A (Education) (at least 2nd div) from a recognized University. Or Shahdat-ul-Almia (at least 2nd Div) with B.Ed/M.Ed., M.A (Education) (at least 2nd Div) from a recognized University. Note:- Subject equivalency will be determined by QEDC notified by SED	As in Column 5 (Existing)	As in Column No.5. (Proposed)	i. 50% by initial recruitment; and ii. 50% by promotion on the basis of seniority cum fitness from amongst Primary School teachers.	i) 80% initial recruitment will be made from fresh candidates of the district concerned. ii) 20% by Promotion among the working PSTs having five years of regular satisfactory service. **Note:** If no one is available amongst in-service quota, post will be filled with fresh candidates.			

Name of the Department	Function at Unit	Name of the Post		Appointing Authority	Minimum Qualification for Appointment by				Method of Recruitment		Age for Initial Recruitment		Examination Training & other conditions required for confirmation /Promotion
					Initial Appointment		Promotion				Min	Max	
01	02	03		04	05		06		7		08	09	10
		Existing	Proposed		Existing	Proposed	Existing	Proposed	Existing	Proposed			
School Education Department	School Education	IT Computer Lab In-Charge(BS-7	IT Computer Lab In-Charge(BS-7	DEO (SE)	i. ICS (second division) from a recognized Board; or ii. F.Sc, or FA (second division) from a recognized Board with one year diploma or certificate from a recognized Board or Institute.	i. ICS (at least 2nd Div.) from a recognized Board; or ii. F.Sc, or FA (at least 2nd Div.) from a recognized Board with one year diploma or certificate in Computer Science from a recognized Board or Institute.	As in Column 5 (Existing)	As in Column No.5. (Proposed)	By initial recruitment.	By initial recruitment.	20 Years	30 Years	04 weeks induction training through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED, for initial recruitment. OR 02 weeks Promotion Link Training (PLT) through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED for promotion.
		Qari (BS-07)	Qari (BS-07)	DEO(W-EE) (M-EE)	Secondary School Certificate (second division) with Hafiz-e-Quran and six months certificate in Qirat from a recognized Institute or Board	Secondary School Certificate (at least 2nd Div.) with Hafiz-e-Quran and six months certificate in Qirat from a recognized Institute or Board.	As in Column 5 (Existing)	As in Column No.5. (Proposed)	By initial recruitment. Provided that only those candidates will be eligible for recruitment who are bonafide residents of the tehsil concerned.	By initial recruitment. only those candidates will be eligible for recruitment who are bonafide residents of the district concerned.	-do-	-do-	
		Audio Visual Technician (BS-13)	Audio Visual Technician (BS-13)	CEO(DEA)	Second School Certificate (second division) with three years' diploma in Electronics or Electrical Technology from a recognized Board or institute.	Secondary School Certificate (at least 2nd Div.) with three years' diploma in Electronics or Electrical Technology from a recognized Board or institute.	As in Column 5 (Existing)	As in Column No.5. (Proposed)	By initial recruitment.	By initial recruitment.	-do-	-do-	

SECONDARY LEVEL

PROPOSED
SCHEDULE- I
For Male & Female Teachers In School Education Department

NAME OF THE DEPARTMENT	FUNCTIONAL UNIT	NAME OF THE POST		APPOINTING AUTHORITY		Minimum Qualification for Appointment by				Method of Recruitment		Age for Initial Recruitment		Examination Training & other conditions required for confirmation /Promotion
						INITIAL RECRUITMENT		PROMOTION				Min	Max	
01	02	03		04		05		06		07		08	09	10
		Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed			
School Education Department	School Education	Secondary School Teacher (SST) / Assistant Education Officer / Assistant Education Officer (AEO) (Physical Education) (BS-16)	Secondary School Teacher (Biology-Chemistry) (BS -16)	EDO (Edu)	CEO(DEA)	SST (Science) (i) Master's degree (second division in Physics, Chemistry, Math, Zoology, Biology or Botany from a recognized University; and. (ii) M.Ed., M.A. (Education) B.Ed. (second division) from a recognized University.	SST (Biology-Chemistry) i. Master's Degree or BS (Minimum 16 years education) in the subject of Biology /Chemistry or in equivalent subjects(at least 2nd Div) from a recognized University; and ii. BS.Ed, MS.Ed, B.Ed. or M.Ed.or MA (Education) (at least 2nd Div) from a recognized University / Institution. Note:- Subject equivalency will be determined by QEDC notified by SED.	(i) SST (Science and Arts) As in Column No.5; and (ii) AEO (Physical Education) (a) Master's degree (Arts and Science) in Sports sciences or Physical Education; and (b) M.Ed, M.A (Education) or B.Ed (second division) from a recognized University.	As in Column No.5 (Proposed)	i. 50% by initial recruitment: (a) 75% for the posts of the posts of SST (Arts); and SST (Science); and (b) 25% for the posts of SST (Arts); and ii. 50% by promotion on the basis seniority-cum-fitness from amongst the Elementary School Teachers (all categories): (a) 75% for the posts of SST (Arts); and (b) 25% for the posts of SST (Science). Note: The post of AEOs shall be filled from amongst SSTs through transfer	SST (Biology-Chemistry) i. 50% initial recruitment will be made from fresh candidates with (Biology-Chemistry) subjects of the district concerned. ii. 50% by promotion among the working ESTs having subjects (Biology-Chemistry) and five years of regular (To be counted from the date of regularization) and satisfactory service. Note: i. The post of AEOs shall be filled from amongst SSTs through transfer after minimum (05) five year regular service. ii. Already directly recruited AEOs may be posted as SST (Biology-Chemistry) if they possess the required qualification as mentioned in column 5. Both posts of AEOs & SSTs will be inter-changeable.	20 years	30 years	04 weeks induction training through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED, for initial recruitment. OR 02 weeks Promotion Link Training (PLT) through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED for promotion.

PROPOSED

SCHEDULE- I

For Male & Female Teachers in School Education Department

NAME OF THE DEPARTMENT	FUNCTIONAL UNIT	NAME OF THE POST		APPOINTING AUTHORITY		Minimum Qualification for Appointment by				Method of Recruitment		Age for Initial Recruitment		Examination Training & other conditions required for confirmation /Promotion
						INITIAL RECRUITMENT		PROMOTION				Min	Max	
01	02	03		04		05		06		07		08	09	10
		Existing	*Proposed*	*Existing*	*Proposed*	*Existing*	*Proposed*	Existing	Proposed	*Existing*	*Proposed*			
School Education Department	School Education	Secondary School Teacher (SST) / Assistant Education Officer / Assistant Education Officer (AEO) (Physical Education) (BS-16)	Secondary School Teracher (Phyaics-Math) (BS -16)	EDO (Edu)	CEO(DEA)	**SST (Science)** i. Master's degree (second division in Physics, Chemistry, Math, Zoology, Biology or Botany from a recognized University; and. ii. M.Ed., M.A. (Education) B.Ed. (second division) from a recognized University.	**SST (Physics-Math)** i. Master's Degree or BS (Minimum 16 years education) in the subject of Physics / Math or in equivalent subjects (at least 2nd Div)from a recognized University; and ii. BS.Ed, MS.Ed, B.Ed. or M.Ed. or MA (Edu) (at least 2nd Div) from a recognized University / Institution. Note:- Subject equivalency will be determined by QEDC notified by SED.	**SST (Science and Arts)** As in Column No.5; and (ii) **AEO (Physical Education)** a) Master's degree (Arts and Science) in Sports sciences or Physical Education; and b) M.Ed, M.A (Education) or B.Ed (second division) from a recognized University.	As in Column No.5 (Proposed)	i) 150% by initial recruitment: a) 75% for the posts of SST (Arts); and SST (Science); and b) 25% for the posts of SST (Arts); and ii. 50% by promotion on the basis seniority-cum-fitness from amongst the Elementary School Teachers (all categories): (a) 75% for the posts of SST (Arts); and (b) 25% for the posts of SST (Science). Note: The post of AEOs shall be filled from amongst SSTs through transfer	**SST (Physics-Math)** i. 50% initial recruitment will be made from fresh candidates with (Physics-Math) subjects of the district concerned. ii. 50% by promotion among the working ESTs having subjects (Physics-Math) and five years of regular (To be counted from the date of regularization) and satisfactory service. Note: i. The post of AEOs shall be filled from amongst SSTs through transfer after minimum (05) five year regular service ii. Already directly recruited AEOs may be posted as SST (Physics-Maths) if they possess the required qualification as mentioned in column 5. Both posts of AEOs & SSTs will be inter-changeable.	20 years	30 years	04 weeks induction training through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED, for Initial recruitment. OR 02 weeks Promotion Link Training (PLT) through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED for promotion.

NAME OF THE DEPARTMENT	FUNCTIONAL UNIT	NAME OF THE POST		APPOINTING AUTHORITY		Minimum Qualification for Appointment by				Method of Recruitment		Age for Initial Recruitment		Examination Training & other conditions required for confirmation /Promotion
						INITIAL RECRUITMENT		PROMOTION				Min	Max	
01	02	03		04		05		06		07		08	09	10
		Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed			
School Education Department	School Education	Secondary School Teacher (SST) / Assistant Education Officer / Assistant Education Officer (AEO) (Physical Education) (BS-15)	Secondary School Teacher (SST) (BS-16) (General)	EDO (Edu)	CEO(DEA)	**SST (Arts)** i. Master's degree (second division) in Urdu, Pak Study, Islamic Studies or English and others from a recognized University; and ii. M.Ed., MA (Education) or B.Ed., (second division) from a recognized University; or iii. B.Ed., (Hons.) (four years' degree) from a recognized University.	**SST (General)** i. Master's Degree or BS (Minimum 16 years education) in subjects of English, Urdu, Islamiyat, Arabic, Pak studies, Political Science, History, Sociology, Home Economics, Economics, Statistics, Psychology, Education, Punjabi, Persian, Gender Studies, Philosophy, Geography, Physical Education, International Relations or in equivalent subjects (at least 2nd Div) from a recognized university and; ii. B.Ed, M.Ed , M.A(Education) (at least 2nd Div) from a recognized University Note:- Subject equivalency will be determined by QEDC notified by SED	(i) SST (Science and Arts) As in Column No.5 and; (ii) **AEO (Physical Education)** (a) Master's degree (Arts and Science) in Sports sciences or Physical Education; and (b) M.Ed, M.A (Education) or B.Ed (second division) from a recognized university.	SST (Arts) As in proposed Column No.5.	**SST (Arts)** i. 50% by initial recruitment: (a) 75% for the posts of SST (Science); and (b) 25% for the posts of SST (Arts); and ii. 50% by promotion on the basis seniority-cum-fitness from amongst the Elementary School Teachers (all categories): (a) 75% for the posts of SST (Arts); and (b) 25% for the posts of SST (Science). Note: The post of AEOs shall be filled amongst SSTs through transfer.	**SST (General)** i. 50% initial recruitment from fresh candidates. ii. 50% by promotion among the working ESTs (General/Arts) with minimum five years regular satisfactory service. Note: i. The post of AEOs shall be filled from amongst SSTs through transfer after minimum (05) five year regular service ii. Already directly recruited AEOs may be posted as SST (Arts) if they possess the required qualification as mentioned in column 5. Both posts of AEOs & SSTs will be inter-changeable.	20 years	30 years	04 weeks Induction training through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED, for initial recruitment. OR 02 weeks Promotion Link Training (PLT) through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED for promotion.

NAME OF THE DEPARTMENT	FUNCTIONAL UNIT	NAME OF THE POST		APPOINTING AUTHORITY		Minimum Qualification for Appointment by				Method of Recruitment		Age for Initial Recruitment		Examination Training & other conditions required for confirmation /Promotion
						INITIAL RECRUITMENT		PROMOTION				Min	Max	
01	02	03		04		05		06		07		08	09	10
		Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed			
School Education Department	School Education	Secondary School Teacher (SST) / Assistant Education Officer / Assistant Education Officer (AEO) (Physical Education) (BS-15)	Secondary School Teacher (SST) (BS-16) (English)	EDO (Edu)	CEO(DEA)	**SST (Arts)** (i) Master's degree (second division) in Urdu, Pak Study, Islamic Studies or English and others from a recognized University; and (ii) M.Ed., MA (Education) or B.Ed., (second division) from a recognized University; or (iii) B.Ed., (Hons.)(four years' degree) from a recognized University	**SST (English)** i. Master's Degree or BS (Minimum 16 years education) in English or in equivalent subject(at least 2nd Div) and; ii. B.Ed., M.Ed., M.A (Education) degree from a recognized University. Note:- Subject equivalency will be determined by QEDC notified by SED	(i) **SST (Science and Arts)** As in Column No.5 and; (ii) **AEO (Physical Education)** (a)Master's degree (art and Science) in Sports sciences or Physical Education; and (b)M.Ed, M.A (Education) or B.Ed (second division) from a recognized university.	**SST (English)** As in proposed Column No.5 and;	**SST (Arts)** By initial Recruitment I. 50% by initial recruitment: (a) 75% for the posts of SST (Science); and (b) 25% for the posts of SST (Arts); and ii. 50% by promotion on the basis seniority-cum-fitness from amongst the Elementary School Teachers (all categories): (a) 75% for the posts of SST (Arts); and (b) 25% for the posts of SST (Science). Note: The post of AEOs shall be filled from amongst SSTs through transfer.	**SST (English)** i. 50% by initial recruitment from fresh candidates. ii. 50% by promotion among the working ESTs (General) with minimum five years of regular satisfactory service. Note: i. The post of AEOs shall be filled from amongst SSTs through transfer after minimum (05) five year regular service ii. Already directly recruited AEOs may be posted as SST (Arts) if they possess the required qualification as mentioned in column 5. Both posts of AEOs & SSTs will be inter-changeable.	20 years	30 years	04 weeks induction training through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED, for initial recruitment. OR 02 weeks Promotion Link Training (PLT) through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED for promotion.

NAME OF THE DEPARTMENT	FUNCTIONAL UNIT	NAME OF THE POST		APPOINTING AUTHORITY		Minimum Qualification for Appointment by				Method of Recruitment Initial		Age for Initial Recruitment		Examination Training & other conditions require for confirmation /Promotion
						INITIAL RECRUITMENT		PROMOTION				Min	Max	
01	02	03		04		05		06		07		08	09	10
		Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed			
School Education Department	School Education	Secondary School Teacher (Tech) (BS-16)	Secondary School Teacher (Tech) (BS-16)	EDO (Edu)	CEO(DEA)	**SST (Tech)** i. B.Tech. (Hons.) in relevant trade, M.Ed. in Technical or Industrial Arts or M.A. in Technical Education or Industrial Arts with M.Ed., M.A (Education) or B.Ed.) from a recognized University. ii. M.A or M.Sc. (second division) with diploma in Industrial Arts Education from Government Technical Teachers Training College and having two years' teaching experience of an Institution recognized by the School Education Department after acquiring the diploma with M.Ed., M.A. (Education) or B.Ed. (second division) from a recognized University or Board.	**SST (Tech)** i. Master's Degree or BS (Minimum 16 years education) in (Engineering) Electrical, Mechanical, Mechatronics, Electronics in relevant trades or in equivalent subject (at least 2nd Div) from a recognized university; and ii. BS.Ed, MS.Ed, B.Ed, M.Ed , M.A (Education) (at least 2nd Div)from a recognized University. Note:- Subject equivalency will be determined by QEDC notified by SED	As in column No.5 (Existing)	As in column No.5 (Proposed)	**SST (Tech)** i. 60% by initial recruitment; and ii. 40% by promotion on the basis of seniority-cum-fitness from amongst Elementary School Teachers (Technical) on the basis of combined seniority list prepared on the existing post in the respective district	**SST (Tech)** i. 50% by initial recruitment from fresh candidates. ii. 50% by promotion among the working ESTs (Tech) with minimum five years of regular service.	20 years	30 years	04 weeks induction training through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED, for initial recruitment. OR 02 weeks Promotion Link Training (PLT) through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED, for promotion.
		Secondary School Teacher (Commerce) (BS-16)		EDO (Edu)		**SST (Commerce)** i. M.Com (second division with B.Ed . (second division) from a recognized University; or ii. MBA (second division) with B.Ed (second division) from a recognized university.	**Clubbed with and renamed as SST (General)**							

NAME OF THE DEPARTMENT	FUNCTIONAL UNIT	NAME OF THE POST		APPOINTING AUTHORITY		Minimum Qualification for Appointment by				Method of Recruitment Initial		Age for Initial Recruitment		Examination Training & other conditions require for confirmation /Promotion
						INITIAL RECRUITMENT		PROMOTION				Min	Max	
01	02	03		04		05		06		07		08	09	10
		Existing	*Proposed*	*Existing*	*Proposed*	*Existing*	*Proposed*	Existing	Proposed	*Existing*	*Proposed*			
School Education Department	School Education	Secondary School Teacher (IT/ Computer Science) (BS-16)	Secondary School Teacher (IT/ Computer Science) (BS-16)	EDO (Edu)	CEO(DEA)	**SST (IT/Computer Science)** i. Master's degree (second division) in Computer Science or I.T with M.Ed., M.A. (Education) or B.Ed. (second division) from a recognized University or ii. Bachelor degree (four years) in Computer Science or I.T with M.Ed., M.A. (Education) or B.Ed. (second division) from a recognized University	**SST (IT/Computer Science)** I. Master's Degree or BS (Minimum 16 years education) in (Computer Science) / IT / MIT / Computer System Engineering/ Software Engineering) or in equivalent (at least 2nd Div) from a recognized University / Institution; and ii. BS.Ed, MS.Ed, B.Ed., or M.Ed., or MA (Education) (at least 2nd Div) from a recognized University / Institution. Note:- Subject equivalency will be determined by QEDC notified by SED.	—	As in column 05 (Proposed)	By Initial Recruitment	i. 80% by initial recruitment from fresh candidates. ii. 20% by promotion among the working ESTs (Computer Science) with minimum five years of regular service.	20 years	30 years	04 weeks induction training through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED, for initial recruitment. OR 02 weeks Promotion Link Training (PLT) through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED for promotion.
		Secondary School Teacher (Home Economics) (BS-16)	Secondary School Teacher (Home Economics) (BS-16)	EDO (Edu)	CEO(DEA)	**SST (Home Economics)** I. Master's degree (second division in Home Economics from a recognized University; and ii. M.Ed., M.A (Education or B.Ed. (second division) with specification in teaching of Home Economics from a recognized University.	**SST (Home Economics)** i. Master's Degree or BS (Minimum 16 years education) in (Home Economics) or in equivalent (at least 2nd Div) from a recognized University / Institution; and ii. BS.Ed, MS.Ed, B.Ed., or M.Ed., or MA (Education) (at least 2nd Div) from a recognized University / Institution. Note:- Subject equivalency will be determined by QEDC notified by SED.	As in Column 5 (Existing)	As in Column 5 (Proposed)	**SST (Home Economics)** i. 50% by initial recruitment; and ii. 50% by promotion on the basis of seniority cum-fitness from amongst Elementary School Teachers (all categories) on the basis of combined seniority list prepared on the existing post in the respective district.	**SST (Home Economics)** i. 50% by initial recruitment from fresh candidates. ii. 50% by promotion among the working ESTs (Home Economics) with minimum five years of regular service.			

HIGHER SECONDARY LEVEL

PROPOSED
SCHEDULE-I
For Male & Female Teachers InSchool Education Department

NAME OF THE DEPARTMENT	FUNCTIONAL UNIT	NAME OF THE POST		APPOINTING AUTHORITY	Minimum Qualification for Appointment by: Initial Appointment		Minimum Qualification for Appointment by: Promotion		Method of Recruitment		Age for Initial Recruitment		Examination Training & other conditions required for confirmation /Promotion
											Min	Max	
01	02	03		04	05		06		07		08	09	10
		Existing	*Proposed*	*Existing*	*Existing*	*Proposed*	Existing	Proposed	*Existing*	*Proposed*			
School Education Department	School Education	Subject Specialist / Headmaster / Deputy Headmaster of High School and other posts (BS-17)	Subject Specialist / Headmaster / Headmistress Deputy Headmaster/ Deputy Headmistress High School and other posts (BS-17)	Administrative Secretary	**Subject Specialist** i. Master's degree (Arts or Science) (second division) from a recognized University and; Note: Master's degree for Subject Specialist must be in the relevant subject; and ii. M.Ed., M.A (Education) B.Ed. (second division) from a recognized University.	**Subject Specialist** i. Master's Degree or BS (Minimum 16 years education) in relevant subject of Arts or Science (at least 2nd div) from a recognized University; and ii. BS.Ed, MS.Ed, B.Ed or M.Ed or MA (Edu) (at least 2nd div) from a recognized University / Institution Master's degree for Subject Specialist must be in the relevant subject; and **Note:-** 1. Subject equivalency will be determined by QEDC notified by SED. 2. M.A (Education) / M.Ed is both academic and professional qualification.	As in column. No.5. (Existing) Provided that Secondary School Teachers having M.A. (English) (third division) and TEFEL with M.Ed., M.A (Education or B.Ed. (second division) from a recognized University shall be eligible for promotion.	As in Column No.5. (Proposed)	**Subject Specialist** i. 33% by initial recruitment; and ii. 67% by promotion on the basis of seniority-cum-fitness from amongst Secondary School Teachers having two years' service as Secondary School Teachers, Assistant Education Officer and Assistant Education Officers (Physical Education) on the basis of consolidated seniority list maintained at Provincial Level **Note:** Secondary School Teachers on the strength of School Education Department immediately before the enforcement of amended rules on 05.04.1989 shall be eligible for promotion as Headmaster or Deputy Headmaster without having MA or M.Sc., degree from recognized University but shall not be eligible for promotion as Subject Specialist. Provided that a Subject Specialists shall not be eligible for posting as Headmaster or Deputy Headmaster or Assistant Director unless they have served as Subject Specialist for a period of ten years.	**Subject Specialist** i. 33% by initial recruitment; ii. 67% by promotion on the basis of seniority-cum-fitness from amongst Secondary School Teachers having **Five years' service** as Secondary School Teachers, Assistant Education Officer and Assistant Education Officers (Physical Education) on the basis of consolidated seniority list maintained at Provincial Level.	22 years	30 years	04 weeks Promotion Link Training (PLT) through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED, and 04 weeks induction training for fresh appointee through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED

18/10

NAME OF THE DEPARTMENT	FUNCTIONAL UNIT	NAME OF THE POST		APPOINTING AUTHORITY	Minimum Qualification for Appointment by				Method of Recruitment		Age for initial Recruitment		Examination, Training & other conditions required for confirmation /Promotion
					Initial Appointment		Promotion				Min	Max	
01	02	03		04	05		06		07		08	09	10
		Existing	Proposed	Existing	Existing	Proposed	Existing	Proposed	Existing	Proposed			
School Education Department	School Education	Deputy District Education Officer (SE/EE) Senior Subject Specialist/ Headmaster of High School and other posts. (BS-18)	Deputy District Education Officer (SE/EE) Senior Subject Specialist/ Headmaster of High School and other posts. (BS-18)	Administrative Secretary	i. M.Phil. (Arts or Science) (second division) from a recognized University; Note: M.Phil. for Senior Subject Specialist must be in relevant subject; ii. M.Ed., M.A (Education) or B.Ed., (second division) from a recognized University and; iii. Five years' experience of administration, teaching or both in an institution recognized by a Board or any University.	i. M.Phil. (Arts or Science) (at least 2nd div) from a recognized University and; ii. BS.Ed, MS.Ed, M.Ed., M.A (Education) or B.Ed., (at least 2nd div) from a recognized University and; iii. Five years' experience of administration in public sector of School Education Department. Note:- M.A (Education) / M.Ed is both academic and professional qualification.	i. Master's degree (Arts or Science) (Second division) from a recognized University. Note: Master's degree for Senior Subject Specialist must be relevant subject. ii. M.Ed., MA (Education) or B.Ed. (second division) from a recognized University	As in Column No.6. (Proposed)	i. 25% by initial recruitment; and; ii. 75% by promotion on seniority cum-fitness basis amongst Headmasters of High Schools, Deputy Headmasters, Assistant Director having five years' service in BS-17.	i. 25% by initial recruitment; and; ii. 75% by promotion on seniority cum-fitness basis amongst Headmasters of High Schools, Deputy Headmasters, Assistant Director having five years' service in BS-17.	28 years	35 Years	04 weeks Promotion Link Training (PLT) through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED, and 04 weeks induction training for fresh appointee through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED

NAME OF THE DEPARTMENT	FUNCTIONAL UNIT	NAME OF THE POST		APPOINTING AUTHORITY	Minimum Qualification for Appointment by				Method of Recruitment		Age for Initial Recruitment		Examination Training & other conditions required for confirmation /Promotion
					Initial Appointment		Promotion				Min	Max	
01	02	03		04	05		06		07		08	09	10
		Existing	*Proposed*	*Existing*	*Existing*	*Proposed*	Existing	Proposed	*Existing*	*Proposed*			
School Education Department	School Education	Executive District Officer (Education) / District Education Officer (SE/EE) / Principal, Government Higher Secondary or High School / Senior Subject Specialists and other posts (BS-19)	Chief Executive Officer (DEA) / District Education Officer (SE/EE) / Addl. Divisional Director (EE/SE) /Principal, Government Higher Secondary or High School and other posts (BS-19) etc.	Chief Minister					By promotion on the basis of selection on merit from amongst, Senior Headmaster, Deputy District Education Officer, Senior Subject Specialists and other officers in BS-18 with twelve years' service in BS-17 and above Provided that where initial appointment was made in BS-18, the length of service of promotion shall be seven years in BS-18.	By promotion on the basis of selection on merit from joint seniority of Teaching / Administrative Cadre i.e Senior HM/ Dy.DEO / SSS (BS-18) with twelve years' service in BS-17 and above. Provided that where initial appointment was made in BS-18, the length of service of promotion shall be seven years in BS-18.			04 weeks Promotion Link Training (PLT) through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED.
		Director Public Instruction (SE/EE) / Additional Director Public Instruction (SE/EE) Director In the Directorate of Public Instruction (SE/EE) Principal, GCET/Principal Govt. Comp. School/ Principal Govt. Pilot Sec. School / Principal Govt. Central Model School/ Principal Govt. Technical School Principal High or Higher Secondary Schools (BS-20)	Director Public Instruction (SE/EE) / Additional Director Public Instruction (SE/EE) Director In the Directorate of Public Instruction (SE/EE)/ Divisional Director (EE/SE) Principal, GCET/Principal Govt. Comp School/ Principal Govt. Pilot Sec. School / Principal Govt. Central Model School/ Principal Govt. Technical School Principal High or Higher Secondary Schools (BS-20)	Chief Minister					By promotion on the basis of selection on merit from amongst Executive District Officers (Education), District Education Officers (SE or EE) or Principals Government Higher Secondary School and other officers in BS-19 with seventeen years' service in BS-17 and above; out of which four years' shall be in BS-19. Provided that where initial appointment was made in BS-18, the length of service for promotion shall be twelve years in BS-18 and above; out of which four years' service shall be in BS-19	As already existing			04 weeks Promotion Link Training (PLT) through Quaid-e-Azam Academy of Educational Development (QAED) or any institution notified by the SED.